



CITY OF HOLLISTER

SUMMARY OF BENEFITS

SWORN-POLICE OFFICER

Retirement: PERS plan is 3% at 50: Employee pays 3.7% of the 9% member contribution and the City will pay the remaining 5.3%.

Medical/Dental Insurance: CalPERS Medical Plan. Dental and Vision insurance provided by City Plan. A 125 Cafeteria Plan is also provided.

Long Term Disability Insurance: 30 - 60 day waiting period; and a minimum scheduled benefit of 66 2/3% of gross salary to a maximum of \$5,000 monthly.

Life Insurance: City pays \$50,000 Life & AD&D Insurance.

Educational Incentive Pay: City pays 2.71%/mo. of base salary for P.O.S.T. Intermediate Certificate or 5.43%/mo. of base pay for P.O.S.T. Advanced Certificate.

Bilingual Pay: City pays \$125 per month.

Deferred Compensation: Optional Voluntary 457 Plan available.

Vision Care Insurance: Coverage available for employee and dependents.

Uniform Allowance: City pays an initial allotment of \$200, thereafter \$700 annually. During the first year of employment the City will make the complete \$900 available at the employee's request.

Shift Differential: City pays a premium pay shift differential of 2% of base salary per month for personnel who work from 1800 hours to 0600 hours (one complete shift).

Sick Leave: Earned at a rate of 8 hours per calendar month of service with unlimited accrual.

Holiday Pay: City pays for twelve paid holidays in semi-annual payments.

Vacation Leave:

- 1-3 yrs. = 10 days
- 4-7 yrs. = 15 days
- 8-15 yrs. = 20 days
- 16-20 yrs. = 22 days
- Beginning 21st yr. = 25 days

Retirement Medical Benefit: The City pays \$200 per month toward medical insurance premiums for sworn unit retirees that have earned a regular PERS service retirement after 15 or more years of service to the City of Hollister as a sworn officer. This benefit will be paid until the retiree is Medicare eligible at which time the benefit will cease.

Social Security: The City of Hollister does not pay into Social Security.